

Soil Conservationist, GS-457-07

REASON FOR THIS POSITION					POSITION DESCRIPTION COVER SHEET		
<input type="checkbox"/>	1. NEW	2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER	3. REPLACES PD NUMBER				
RECOMMENDED							
4. TITLE Soil Conservationist					5. PAY PLAN GS	6. SERIES 0457	7. GRADE 07
8. WORKING TITLE (Optional)					9. INCUMBENT (Optional)		
OFFICIAL							
10. TITLE Soil Conservationist							
11. PP GS	12. SERIES 0457	13. FUNC 51	14. GRADE 07	15. DATE MONTH DAY YEAR		16. I/A <input type="checkbox"/> Yes <input type="checkbox"/> No	
							17. CLASSIFIER Jane Medina
18. ORGANIZATIONAL STRUCTURE (Agency/Bureau)							
1st Natural Resources Conservation Service				5th			
2nd KS State Conservationists Off				6th			
3rd				7th			
4th				8th			
SUPERVISOR'S CERTIFICATION							
I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationship and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may constitute violations of such statute or their implementing regulations.							
19. SUPERVISOR'S SIGNATURE				20. DATE	22. SECOND LEVEL SUPERVISOR'S SIGNATURE		23. DATE
21. SUPERVISOR'S NAME AND TITLE				24. SECOND LEVEL SUPERVISOR'S NAME AND TITLE			
FACTOR EVALUATION SYSTEM							
FACTOR	25. FLD / BMK	26. POINTS	FACTOR	25. FLD / BMK	26. POINTS		
1. Knowledge Required	Level 1-6	950	6. Personal Contacts	Level 2/A	45		
2. Supervisory Controls	Level 2-2	125	7. Purpose of Contacts				
3. Guidelines	Level 3-2	125	8. Physical Demands	Level 8-2	20		
4. Complexity	Level 4-3	150	9. Work Environment	Level 9-2	20		
5. Scope and Effect	Level 5-2	75	27. TOTAL POINTS ▶			27. 1,510	
					28. GRADE ▶		28. GS-07
CLASSIFICATION CERTIFICATION							
I certify that this position has been classified as required by Title 5, US Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with the most applicable published standards.							
29. SIGNATURE					30. DATE		
31. NAME AND TITLE Jane Medina, Human Resources Manager							
32. REMARKS This position is determined to be NONEXEMPT from the provisions of FLSA.					33. OPM CERTIFICATION NUMBER		

MAJOR DUTIES

This is an advanced developmental position which progresses to the target level, GS-457-09. The incumbent performs assignments intended to broaden the incumbent's professional knowledge and experience in conservation planning and application. The incumbent performs work associated with, or which is part of broader assignments that are the responsibility of others. In addition to advanced assignments similar to those at the GS-05 level, work at this level includes community relations, units of government, and informational work. The incumbent may be promoted non-competitively to a GS-0457-09 upon: 1) demonstrating the capacity to perform satisfactorily at that level, 2) meeting all legal and regulatory requirements, and 3) receiving the supervisor's recommendation. Duties are as follows:

Develops conservation plans for units of land in which the physical, social, and economic features involve clear-cut relationships.

Develops for publication, news articles which are straightforward narrations of facts and uncomplicated descriptions of conservation practices.

Schedules and presents informational programs on natural resources conservation.

Contacts cooperators to follow-up on the status of conservation plan progress and encourages landowners to apply the agreed-upon conservation measures.

Performs other duties as assigned.

Works within a team concept to develop and implement ways to improve the efficiency, effectiveness, and quality of the products and/or services provided to internal and external customers.

Performs duties in a manner supportive of a safe and healthy work environment, and exercises safety precautions when exposed to dangerous objects, chemicals, extreme temperatures, etc.

Performs duties in a manner which actively supports civil rights policies regarding personnel rules and regulations and delivery of Natural Resources Conservation Service (NRCS) programs and services without regard to race, color, national origin, religion, sex, age, marital status, or mental or physical handicap.

CONDITION OF EMPLOYMENT

Operates a motor vehicle incident to the above duties. Must possess and maintain a valid state motor vehicle operator's license for the type of vehicle(s) operated.

EVALUATION FACTORS

1. Knowledge Required By the Position, Level 1-6, 950 points

Knowledge of the principles and methodology of the natural resources conservation profession, related sciences, and pertinent engineering practices, coupled with additional occupational experience or academic achievement, to independently carry out recurring standard conservation planning assignments. The work typically is accomplished by applying conventional and established methods and techniques with limited technical changes to agency procedures anticipated.

Knowledge and skill sufficient to develop basic natural resources conservation plans for landowners, conservation groups, and units of local government involving a variety of soil types, topography, and including conservation practices such as terraces, grassed waterways, tree planting, vegetative buffers, range seeding, conservation cropping system, and others.

Skill in written and oral communications to prepare news articles and present educational programs on natural resources conservation.

2. Supervisory Controls, Level 2-2, 125 points

The supervisor, who typically is a district conservationist (DC), gives the soil conservationist work assignments or responsibilities and specifies limitations, quality and quantities expected, deadlines, and priority of work efforts. The soil conservationist initiates efforts to perform natural resources conservation activities and is provided additional guidance as needed. Work assignments are designed to provide the employee experience in the full range of natural resources conservation work assigned the local organization. The completed conservation work is reviewed to determine the adequacy of the methods, techniques, and practices applied; their sequence and interrelationships; attainment of operational objectives; and compliance with agency technical standards.

3. Guidelines, Level 3-2, 125 points

Applicable guidelines include annual plans of operations, soil survey data, engineering handbook, agency cost sharing criteria, survey instructions, and watershed and resource conservation planning handbooks. The soil conservationist exercises some judgment and initiative in selecting appropriate guidelines and informational material and occasionally makes minor adjustments to assignments. Confers with higher grade specialist or supervisor where guidelines are not directly applicable.

4. Complexity, Level 4-3, 150 points

Resource planning assignments involve rural and urban landowners and require the interpretation of soil, water, and other environmental data to develop sound land use efforts. Different conservation methods, measures, and practices are applied to a variety of land units that are affected by soil erosion and frequently in need of improved water management. The soil

conservationist considers the techniques and advises landowners on courses of action to be effected through conservation plans for lands used for agricultural, recreational, commercial, residential, or community purposes. Assignments typically are performed by applying sound natural resources conservation methods and techniques which may be adapted by the soil conservationist to local conditions.

5. Scope and Effect, Level 5-2, 75 points

The purpose of the work is to prepare conservation plans for individual land units where objectives are specific and physical land features are common to the area and responsive to established conservation measures and to provide the soil conservationist with advanced developmental assignments. Work efforts contribute to the efficient performance of conservation planning and related application efforts by higher grade conservationists.

6. Personal Contacts, Level 2/A, 45 points

7. Purpose of Contacts

Personal contacts are with NRCS employees or with those outside the immediate organization, such as soil scientists, civil engineers, and other specialists. Contacts are also made with individual landowners, members of civic groups, and students. These contacts are generally routine and within a structured setting.

Contacts are for the purpose of obtaining and exchanging factual information related to performance of natural resources conservation assignments such as gathering field data for the preparation of a farm conservation plan.

8. Physical Demands, Level 8-2, 20 points

The work requires regular and recurring physical exertion related to conservation work; such as, walking on rough terrain, jumping ditches and furrows, or climbing steep banks.

9. Work Environment, Level 9-2, 20 points

The work involves regular and recurrent exposure to operating agricultural equipment or earthmoving operations, adverse weather such as snow and icy field conditions, and unimproved roads. Protective equipment is necessary on construction sites.

This position is determined to be nonexempt from the provisions of the FLSA.